



Board of Directors Meeting

Friday, August 31, 2018

9:00 – 11:00 a.m.

SEAC Office

18022 Cowan, Suite 250

Irvine, California 92614

Call In Phone Number

951.266.9844

Pin Number 871957#

AGENDA

Call to Order

Roll Call

Approval of Agenda

M _____
S _____
V _____

PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern with the jurisdiction. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing, or may direct the executive director to provide the board with additional information on a future agenda.

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The executive staff provides reports of their activities since the last Board Meeting.

Recommendation

Receive for information and comment.

2. Membership Report

A current Membership Report as of August 16, 2018 is provided.

Recommendation

Receive for information and comment.

3. Financial Reports

The Board is provided with 2017-2018 End-of-Year Financial Reports.

Recommendation

Receive for information and comment.

4. Professional Development Report

The Board is provided with a report of the Professional Development Programs.

Recommendation

Receive for information and comment.

5. Special Projects and Services Report

The Board is provided with a report of Special Projects and Member Services. Some are fee for service and some are not.

Recommendation

Receive for information and comment.

6. Legislative Report

Derick Lennox, SEAC Legislative Advocates, has provided a Legislative Report and will be on the phone to discuss current and upcoming issues.

Recommendation

Receive for information and comment.

7. Health Benefits Report

Mark Lowenthal, Health Benefits Consultant, has provided a report of current contract work.

Recommendation

Receive for information and comment.

8. Boardsmanship

The Board is provided with some information on Boardsmanship than can be used both for SEAC and for school district boards.

Recommendation

Receive for information and comment.

LEGISLATIVE SESSION

The Board of Directors is in legislative session to take action on items that are on the agenda. No action may be taken on any other items at this meeting. The chair presides and Robert's Rules of Order are in effect.

9. 2018-2019 Final Budget

A Final Budget for 2018-2019 is presented for Board review and approval.

Recommendations

Approve the 2018-2019 Final Budget.

M _____
S _____
V _____

10. November 30, 2018 Board Meeting Time

A board member requested we review the board meeting time for our November 30, 2018 Meeting in San Francisco at CSBA.

Recommendation

Review the details and decide on the meeting time.

M _____
S _____
V _____

11. Consent Agenda and Routine Items of Business

All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

9 A. Minutes of June 22, 2018 Board of Directors Meeting

M _____
S _____
V _____

NEW ITEMS OF BUSINESS

The Board Chair will receive any items of new business from Board Members or the Executive Director.

Approval to Adjourn

M _____
S _____
V _____

School Employers Association of California
BR - 1

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: Activity Report
Date: August 31, 2018

Background Information

Staff Activity Reports cover the period since the last board meeting, and itemize activities in the field only.

- 7/16 Attended Retirement Party for Ron Wenkart, Legal Counsel for the Orange County Department of Education for over thirty years. A great supporter of SEAC.
- 7/17 Attended the VIP Dinner for Orange County Labor Employment Relations Association (OCLERA) Officers and Presenters for the 36th Annual Conference held the next day at the Sheraton Anaheim Hotel.
- 7/18 Moderated a panel discussion on New Laws in California with a management attorney and a labor attorney. Well received.
- 8/13 Dinner Meeting with Janet Walden, President of the Center for Collaborative Solutions (CCS) in Sacramento. As the current Chair of the CCS Board we went over the agenda for the next day's board meeting. Dom Summa, immediate Past Chair was also at the dinner meeting.
- 8/14 Chaired the CCS Board Meeting in Sacramento. The organization is struggling in terms of finances. I challenged the other board member to come up with one idea apiece. They did and we have some prospects. This is the old CIFIER and is worth saving.

Recommendation

Receive for information and comment.

**School Employers Association of California
BR-- 1**

To: Ruben L. Ingram, Executive Director
From: Louise K. Taylor, Assistant Executive Director
Subject: Activity Report
Date: August 31, 2018

Background Information:

The Assistant Executive Director provides an activity report at each board meeting. This report covers the period June 22, 2018 - August 31, 2018.

June 2018

General Activity

- Preparation and marketing for 2018-19 SMNCP
- Preparation and development of IBB workshops

June 22: SEAC Board Meeting (a.m.)

June 22: SEAC Staff Meeting (p.m.)

July 2018

General Activity

- Preparation and marketing for 2018-19 SMNCP
- Preparation and development of IBB workshops

August 2018

General Activity

- Preparation and marketing for 2018-19 SMNCP
- Preparation and development of IBB workshops
- School district negotiations facilitation (Interest-Based Bargaining - IBB)
- Preparation for SBCSS IBB Training August 22
- Preparation for Magnolia SD IBB Introductory Session
- Preparation for Fontana USD IBB workshop August/September

Aug 22: San Bernardino County Supt of Schools (SBCSS) CSEA IBB Workshop

Aug 23: Facilitation of Negotiations, Victor Elementary School District (IBB)

Aug 30: Magnolia SD IBB Introductory Session - CSEA/Teachers/Management

Aug 31: SEAC Board Meeting

Recommendation

Receive for information and comment.

Approved:



Ruben L. Ingram, Executive Director

Date

8/23/18

**School Employers Association of California
BR-2**

To: Board of Directors
From: Tom Johnstone, Assistant Executive Director
Subject: 2018-2019 Membership Report
Date: August 31, 2018

Background Information

This year we started a new practice of waiting until after July 1 to send out the invoices for membership renewals to SEAC Member Districts. This has had a very positive impact on the rate of renewals as we already have 64% of the districts that have submitted payment for 2018-19, as of August 21. (Attachment A) We are aggressively following up with the districts in Santa Clara County and Los Angeles County. As you recall, the Santa Clara County Office of Education paid the membership fees of all of the districts in Santa Clara County for the previous two years. SCCOE is no longer covering these fees so we are contacting each of the districts individually. In Los Angeles County, we know most of the superintendents and HR administrators so we are also following up with them individually.

Membership is extremely critical to the success of SEAC. We are very fortunate to have SEAC board members from many different parts of the State. We need for all of you to be aware of the districts in your regions that you have regular contacts and relationships with, and we need to take every opportunity to share the benefits of SEAC in terms of legislative advocacy, current legislation and PERB decisions, negotiation workshops, and Health Benefits Review and Consulting. We will work hard throughout the fall months to collect the membership fees from member districts and reach out to new districts.

Recommendation

Receive for information and comment.

**2018 - 2019 District Memberships
As of August 20, 2018**

| | I | J | L | M | N | O |
|----|----|------------------------------|----------------|-------------|-------------|-------------|
| | | Received From | Date Deposited | Amount | Due | |
| 1 | | | | | | |
| 2 | 1 | ABC USD | | | \$ 2,610.00 | |
| 3 | 2 | Acalanes UHSD | 7/2/2018 | \$ 1,565.00 | | |
| 4 | 3 | Alhambra USD | | | | |
| 5 | 4 | Alum Rock UESD | | | | \$ 2,086.00 |
| 6 | 5 | Antelope Valley UHSD | 7/23/2018 | \$ 2,610.00 | | |
| 7 | 6 | Apple Valley USD | | | \$ 2,086.00 | |
| 8 | 7 | Arcadia USD | 8/16/2018 | \$ 1,738.00 | | |
| 9 | 8 | Atwater SD | 8/6/2018 | \$ 1,391.00 | | |
| 10 | 9 | Azusa USD | | | \$ 1,738.00 | |
| 11 | 10 | Baldwin Park USD | | | \$ 2,348.00 | |
| 12 | 11 | Banning USD | 7/23/2018 | \$ 1,565.00 | | |
| 13 | 12 | Beverly Hills USD | | | \$ 1,391.00 | |
| 14 | 13 | Bellflower USD | 8/16/2018 | \$ 2,086.00 | | |
| 15 | 14 | Berryessa Union Elementary | | | | \$ 1,738.00 |
| 16 | 15 | Black Oak Mine USD | | | \$ 694.00 | |
| 17 | 16 | Buena Park USD | | | \$ 1,565.00 | |
| 18 | 17 | Burbank USD | 8/2/2018 | \$ 2,348.00 | | |
| 19 | 18 | Butte COE | | | \$ 348.00 | |
| 20 | 19 | Calaveras USD | 7/17/2018 | \$ 694.00 | | |
| 21 | 20 | Cambrian | | | | \$ 1,391.00 |
| 22 | 21 | Campbell Union | | | | \$ 1,738.00 |
| 23 | 22 | Campbell Union High | | | | \$ 1,565.00 |
| 24 | 23 | Cascade UESD | | | \$ 694.00 | |
| 25 | 24 | Castaic USD | 7/30/2018 | \$ 1,391.00 | | |
| 26 | 25 | Centinela Valley Union HSD | 7/17/2018 | \$ 1,565.00 | | |
| 27 | 26 | Cloverdale USD | | | \$ 694.00 | |
| 28 | 27 | Coalinga-Huron USD | 8/20/2018 | \$ 1,391.00 | | |
| 29 | 28 | Contra Costa COE | 7/17/2018 | \$ 1,391.00 | | |
| 30 | 29 | Compton USD | 7/23/2018 | \$ 3,584.00 | | |
| 31 | 30 | Coronado USD | 8/13/2018 | \$ 1,044.00 | | |
| 32 | 31 | Corona-Norco USD | 8/9/2018 | \$ 3,584.00 | | |
| 33 | 32 | Culver City USD | 8/20/2018 | \$ 1,565.00 | | |
| 34 | 33 | Cupertino Union | | | | \$ 2,348.00 |
| 35 | 34 | Dos Palos Oro Loma JUSD | 7/30/2018 | \$ 1,044.00 | | |
| 36 | 35 | Duarte USD | 8/6/2018 | \$ 1,391.00 | | |
| 37 | 36 | Del Norte COE | 7/30/2018 | \$ 694.00 | | |
| 38 | 37 | East Side Union High | | | | \$ 2,610.00 |
| 39 | 38 | Eastside Union SD | 8/9/2018 | \$ 1,391.00 | | |
| 40 | 39 | El Monte City SD | 8/6/2018 | \$ 1,738.00 | | |
| 41 | 40 | El Rancho USD | | | \$ 1,738.00 | |
| 42 | 41 | El Segundo USD | 7/23/2018 | \$ 1,391.00 | | |
| 43 | 42 | Evergreen Elementary | | | | \$ 2,086.00 |
| 44 | 43 | Fairfield-Suisun USD | 7/13/2018 | \$ 2,610.00 | | |
| 45 | 44 | Fallbrook UHSD | 8/16/2018 | \$ 1,044.00 | | |
| 46 | 45 | Fillmore USD | 7/30/2018 | \$ 1,391.00 | | |
| 47 | 46 | Fontana USD | 8/13/2018 | \$ 3,584.00 | | |
| 48 | 47 | Fountain Valley SD | | | \$ 1,565.00 | |
| 49 | 48 | Franklin-McKinley Elementary | | | | \$ 2,086.00 |
| 50 | 49 | Fremont Union High | | | | \$ 2,086.00 |
| 51 | 50 | Fresno COE | | | \$ 2,086.00 | |
| 52 | 51 | Garvey SD | 7/23/2018 | \$ 1,565.00 | | |
| 53 | 52 | Gilroy Unified | | | | \$ 2,086.00 |
| 54 | 53 | Glendale USD | 7/30/2018 | \$ 2,610.00 | | |
| 55 | 54 | Glendora USD | 7/23/2018 | \$ 1,565.00 | | |
| 56 | 55 | Glenn COE | 7/30/2018 | \$ 348.00 | | |

ATTACHMENT A

2018 - 2019 District Memberships
As of August 20, 2018

| | I | J | L | M | N | O |
|-----|-----|-------------------------------------|-----------|-------------|-------------|-------------|
| 57 | 56 | Guadalupe Union SD | 7/30/2018 | \$ 694.00 | | |
| 58 | 57 | Hawthorne SD | 7/30/2018 | \$ 1,738.00 | | |
| 59 | 58 | Hilmar USD | 7/30/2018 | \$ 1,044.00 | | |
| 60 | 59 | Jefferson SD | 8/2/2018 | \$ 1,044.00 | | |
| 61 | 60 | Keppel Union SD | 7/23/2018 | \$ 1,391.00 | | |
| 62 | 61 | King City Union SD | 8/13/2018 | \$ 1,391.00 | | |
| 63 | 62 | La Canada USD | 7/30/2018 | \$ 1,391.00 | | |
| 64 | 63 | La Puente Valley ROP | | | \$ 174.00 | |
| 65 | 64 | LACOE | | | \$ 4,346.00 | |
| 66 | 65 | Lake COE | 8/16/2018 | \$ 172.00 | | |
| 67 | 66 | Lakeside Joint | | | | \$ 172.00 |
| 68 | 67 | Lancaster SD | 7/30/2018 | \$ 2,086.00 | | |
| 69 | 68 | Lawndale SD | 7/30/2018 | \$ 1,565.00 | | |
| 70 | 69 | Le Grand Union HSD | | | \$ 348.00 | |
| 71 | 70 | Lennox SD | | | \$ 1,565.00 | |
| 72 | 71 | Lindsay USD | 8/9/2018 | \$ 1,391.00 | | |
| 73 | 72 | Little Lake City SD | 7/23/2018 | \$ 1,565.00 | | |
| 74 | 73 | Livingston Union SD | | | \$ 1,044.00 | |
| 75 | 74 | Loma Prieta Joint Union Elementary | | | | \$ 348.00 |
| 76 | 75 | Lompoc USD | | | \$ 1,738.00 | |
| 77 | 76 | Los Altos Elementary | | | | \$ 1,391.00 |
| 78 | 77 | Los Angeles CCD | 8/20/2018 | \$ 4,346.00 | | |
| 79 | 78 | Los Gatos Union Elementary | | | | \$ 1,391.00 |
| 80 | 79 | Los Gatos-Saratoga Joint Union High | | | | \$ 1,391.00 |
| 81 | 80 | Los Nietos SD | | | \$ 1,044.00 | |
| 82 | 81 | Luther Burbank | | | | \$ 348.00 |
| 83 | 82 | Lynwood USD | | | \$ 2,348.00 | |
| 84 | 83 | Madera COE | 7/30/2018 | \$ 348.00 | | |
| 85 | 84 | Magnolia SD | 8/2/2018 | \$ 1,565.00 | | |
| 86 | 85 | McFarland USD | | | \$ 1,391.00 | |
| 87 | 86 | McSwain Union ESD | 8/13/2018 | \$ 348.00 | | |
| 88 | 87 | Mendota | | | \$ 1,391.00 | |
| 89 | 88 | Merced City SD | | | \$ 1,987.00 | |
| 90 | 89 | Merced UHSD | | | | |
| 91 | 90 | MetroED | | | \$ 174.00 | |
| 92 | 91 | Milpitas Unified | | | | \$ 2,086.00 |
| 93 | 92 | Mill Valley USD | | | \$ 1,391.00 | |
| 94 | 93 | Modoc COE | 7/23/2018 | \$ 172.00 | | |
| 95 | 94 | Monterey COE | 8/2/2018 | \$ 1,565.00 | | |
| 96 | 95 | Monterey Peninsula USD | | | \$ 2,086.00 | |
| 97 | 96 | Moreland | | | | \$ 1,391.00 |
| 98 | 97 | Morgan Hill USD | | | | \$ 1,565.00 |
| 99 | 98 | Mountain View SD | 8/20/2018 | \$ 1,738.00 | | |
| 100 | 99 | Mountain View Whisman | | | | \$ 1,565.00 |
| 101 | 100 | Mountain View-Los Altos Union High | | | | \$ 1,391.00 |
| 102 | 101 | Mt. Pleasant Elementary | | | | \$ 1,391.00 |
| 103 | 102 | Natomas USD | 7/30/2018 | \$ 1,738.00 | | |
| 104 | 103 | Nevada Joint Union HSD | 7/30/2018 | \$ 1,044.00 | | |
| 105 | 104 | Newhall SD | 7/23/2018 | \$ 1,565.00 | | |
| 106 | 105 | Newport-Mesa USD | 8/16/2018 | \$ 2,610.00 | | |
| 107 | 106 | Norwalk-La Mirada USD | | | \$ 2,610.00 | |
| 108 | 107 | Oak Grove Elementary | | | | \$ 2,080.00 |
| 109 | 108 | Ocean View SD | 7/13/2018 | \$ 1,738.00 | | |
| 110 | 109 | Orchard Elementary | | | | \$ 348.00 |
| 111 | 110 | Oxnard SD | 8/13/2018 | \$ 2,348.00 | | |

**2018 - 2019 District Memberships
As of August 20, 2018**

| | I | J | L | M | N | O |
|-----|-----|----------------------------------|-----------|-------------|-------------|-------------|
| 112 | 111 | Pacific Grove USD | 7/13/2018 | \$ 1,044.00 | | |
| 113 | 112 | Pajaro Valley USD | 8/16/2018 | \$ 2,610.00 | | |
| 114 | 113 | Palmdale SD | 8/20/2018 | \$ 2,348.00 | | |
| 115 | 114 | Palo Alto Unified | | | | \$ 2,086.00 |
| 116 | 115 | Paramount USD | 8/13/2018 | \$ 2,348.00 | | |
| 117 | 116 | Paradise USD | 7/13/2018 | \$ 1,391.00 | | |
| 118 | 117 | Placer COE | 7/23/2018 | \$ 694.00 | | |
| 119 | 118 | Planada ESD | 7/23/2018 | \$ 348.00 | | |
| 120 | 119 | Pleasant Valley SD | | | \$ 1,565.00 | |
| 121 | 120 | Pomona USD | | | \$ 3,584.00 | |
| 122 | 121 | Redondo Beach USD | | \$ 1,738.00 | | |
| 123 | 122 | Richfield ESD | 7/30/2018 | \$ 348.00 | | |
| 124 | 123 | Ripon USD | 7/23/2018 | \$ 1,391.00 | | |
| 125 | 124 | Riverside COE | 7/30/2018 | \$ 1,565.00 | | |
| 126 | 125 | Rosemead SD | | | \$ 1,391.00 | |
| 127 | 126 | Rowland USD | | | \$ 2,348.00 | |
| 128 | 127 | Sacramento City USD | 8/16/2018 | \$ 3,584.00 | | |
| 129 | 128 | San Bernardino City USD | | | \$ 3,584.00 | |
| 130 | 129 | San Bernardino Community College | | | \$ 2,610.00 | |
| 131 | 130 | San Bernardino County SS | | | \$ 4,346.00 | |
| 132 | 131 | San Gabriel USD | 7/30/2018 | \$ 1,565.00 | | |
| 133 | 132 | San Joaquin COE | 7/23/2018 | \$ 1,044.00 | | |
| 134 | 133 | San Jose Unified | | | | \$ 3,584.00 |
| 135 | 134 | San Marino USD | | | \$ 1,391.00 | |
| 136 | 135 | Sanger USD | 7/30/2018 | \$ 2,086.00 | | |
| 137 | 136 | Santa Barbara USD | | | \$ 2,086.00 | |
| 138 | 137 | Santa Clara COE | | | | \$ 2,610.00 |
| 139 | 138 | Santa Clara Unified | | | | \$ 2,348.00 |
| 140 | 139 | Santa Cruz COE | | | \$ 348.00 | |
| 141 | 140 | Santa Rosa City Schools | | | \$ 2,348.00 | |
| 142 | 141 | Saratoga Union Elementary | | | | \$ 1,044.00 |
| 143 | 142 | Saugus Union SD | 7/23/2018 | \$ 1,738.00 | | |
| 144 | 143 | Simi Valley USD | 7/23/2018 | \$ 2,348.00 | | |
| 145 | 144 | South Pasadena USD | 7/30/2018 | \$ 1,391.00 | | |
| 146 | 145 | South Whittier SD | | | \$ 1,391.00 | |
| 147 | 146 | Southern Kern USD | 8/13/2018 | \$ 1,391.00 | | |
| 148 | 147 | Stockton USD | 7/30/2018 | \$ 3,584.00 | | |
| 149 | 148 | Sulphur Springs SD | 7/23/2018 | \$ 1,565.00 | | |
| 150 | 149 | Summerville Union HSD | 7/17/2018 | \$ 348.00 | | |
| 151 | 150 | Sunnyvale | | | | \$ 1,565.00 |
| 152 | 151 | Sweetwater Union HSD | | | \$ 3,584.00 | |
| 153 | 152 | Temple City USD | 8/13/2018 | \$ 1,565.00 | | |
| 154 | 153 | Thermalito SD | 8/13/2018 | \$ 694.00 | | |
| 155 | 154 | Torrance USD | 8/13/2018 | \$ 2,610.00 | | |
| 156 | 155 | Twain Harte-Long Barn SD | | | \$ 348.00 | |
| 157 | 156 | Twin Rivers USD | | | \$ 2,610.00 | |
| 158 | 157 | Union Elementary | | | | \$ 1,565.00 |
| 159 | 158 | Valle Lindo SD | | | \$ 694.00 | |
| 160 | 159 | Victor ESD | 7/19/2018 | \$ 2,086.00 | | |
| 161 | 160 | Victor Valley UHSD | | | \$ 2,086.00 | |
| 162 | 161 | Vineland SD | 8/16/2018 | \$ 348.00 | | |
| 163 | 162 | Vista USD | 8/6/2018 | \$ 2,610.00 | | |
| 164 | 163 | Walnut Valley USD | | | \$ 2,348.00 | |
| 165 | 164 | Warner USD | 8/6/2018 | \$ 348.00 | | |
| 166 | 165 | West Covina USD | 7/30/2018 | \$ 1,738.00 | | |

**2018 - 2019 District Memberships
As of August 20, 2018**

| | I | J | L | M | N | O |
|-----|-----|---------------------|-----------|-------------|-------------|-----|
| 167 | 166 | Westside Union SD | 7/19/2018 | \$ 1,738.00 | | |
| 168 | 167 | Whitter City SD | 7/30/2018 | \$ 1,565.00 | | |
| 169 | 168 | Whittier Union HSD | 7/19/2018 | \$ 2,086.00 | | |
| 170 | 169 | Williams USD | | | \$ 661.00 | |
| 171 | 170 | William S. Hart USD | 7/19/2018 | \$ 2,610.00 | | |
| 172 | 171 | Willows USD | | | \$ 694.00 | |
| 173 | 172 | Wilsona SD | 7/19/2018 | \$ 694.00 | | |
| 174 | 173 | Wiseburn SD | | | \$ 1,044.00 | |
| 175 | | | | | | |
| 176 | | | | \$145,636 | \$ 84,255 | 37% |
| 177 | | Total | | \$145,636 | \$ 229,891 | 63% |

School Employers Association of California
BR - 3

To: Board of Directors
From: Mike Crass, Assistant Executive Director, Operations
Subject: Financials
Date: August 23, 2018

Background Information

The Board is provided Quarterly and End-of-Year Financial Reports. This is the 2017-2018 End-of-Year Report as of June 30, 2018.

The Profit and Loss Statement for the year shows a loss of \$18,984.86 (Attachment A). This amount can be attributed to more staff hours than anticipated and to unplanned expenses for telecommunications. Even with this shortfall, we did end the year with \$114,612.27 cash on hand, and \$75,242.17 in accounts receivable (money owed to us). As of this date about 20% has been received and booked after July 1 and that amount (approximately \$15,000) plus more than will surely come in puts us in a strong cash flow position. (We can pay our bills.)

You will note that our Profit and Loss and Budget vs. Actual (Attachment B) are on a cash basis while our Balance Sheet (Attachment C) is on an accrual basis. Our new accountant has advised us to do it this way because he says that if we used an accrual basis for all, the Profit and Loss and Budget vs. Actual would be incorrectly inflated.

Recommendation

Receive for information and comment.

11:34 AM
08/16/18
Cash Basis

School Employers Association of California
Profit & Loss
July 2017 through June 2018

| | Jul '17 - Jun 18 |
|-----------------------------------|------------------|
| Ordinary Income/Expense | |
| Income | |
| Conferences_Workshops | |
| District Negotiators Cert 2016 | 5,700.00 |
| District Negotiators Cert 2017 | 57,250.00 |
| Total Conferences_Workshops | 62,950.00 |
| Direct Services | |
| Consulting | 57,516.21 |
| Health Benefits Advisory | 242,040.05 |
| Total Direct Services | 299,556.26 |
| Membership Revenue | |
| District Membership Dues | |
| 2016-17 Dues | 12,192.00 |
| 2017-18 Dues | 222,922.50 |
| Total District Membership Dues | 235,114.50 |
| Total Membership Revenue | 235,114.50 |
| Total Income | 597,620.76 |
| Expense | |
| Banking | |
| Service Charge | 3.00 |
| Total Banking | 3.00 |
| Conferences/Workshops-Other | |
| SDNCP 2017 | 39,094.17 |
| Total Conferences/Workshops-Other | 39,094.17 |
| Contracted Services | |
| Accounting Service | 2,152.00 |
| Audit | 6,750.00 |
| Governmental Relations | |
| SEAC Lobbying Fee | 15,000.00 |
| Total Governmental Relations | 15,000.00 |
| Moving & Transfer | 2,807.64 |
| Total Contracted Services | 26,709.64 |
| Direct Services Exp | |
| Consulting Svs | 238,592.93 |
| Total Direct Services Exp | 238,592.93 |
| Dues/Membership Expense | 619.00 |
| Insurance | |
| Liability | 2,360.08 |
| Workers Comp | 3,593.00 |
| Total Insurance | 5,953.08 |
| Leases | |
| Copier | 3,663.85 |
| Office | 30,165.00 |
| Total Leases | 33,828.85 |
| Marketing/Repro | |
| Printing/Reproduction | 306.01 |
| Total Marketing/Repro | 306.01 |

306.01 ATTACHMENT A

11:34 AM
08/16/18
Cash Basis

School Employers Association of California
Profit & Loss
July 2017 through June 2018

| | Jul '17 - Jun 18 |
|-----------------------------|------------------|
| Office Supplies | 5,652.34 |
| Postage and Delivery | 298.16 |
| Staff Travel Expense | 21,815.50 |
| Staffing | |
| Expense Reimbursement | 4,648.67 |
| Payroll Asst Dir Salary | 49,335.00 |
| Payroll Executive Assistant | 46,740.00 |
| Payroll Executive Director | 94,050.00 |
| Payroll Taxes/Deductions | 17,717.92 |
| Temporary Personnel | 5,010.00 |
| Total Staffing | 217,501.59 |
| Telecommunications | 25,951.35 |
| Total Expense | 616,325.62 |
| Net Ordinary Income | -18,704.86 |
| Net Income | -18,704.86 |

11:34 AM
08/16/18
Cash Basis

School Employers Association of California
Profit & Loss Budget vs. Actual
July 2017 through June 2018

| | <u>Jul '17 - Jun 18</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|------------------------------------|--------------------------|-------------------------|--------------------------|----------------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| Direct Services | 299,556.26 | 275,000.00 | 24,556.26 | 108.9% |
| Membership Revenue | 235,114.50 | 235,000.00 | 114.50 | 100.0% |
| Conferences_Workshops | 62,950.00 | 50,000.00 | 12,950.00 | 125.9% |
| Reserve | 0.00 | 5,000.00 | -5,000.00 | 0.0% |
| Total Income | <u>597,620.76</u> | <u>565,000.00</u> | <u>32,620.76</u> | <u>105.8%</u> |
| Expense | | | | |
| Direct Services Exp | 238,592.93 | 200,000.00 | 38,592.93 | 119.3% |
| Staffing | 217,501.59 | 190,000.00 | 27,501.59 | 114.5% |
| Conferences/Workshops-Other | 39,094.17 | 30,000.00 | 9,094.17 | 130.3% |
| Leases | 33,828.85 | 31,656.00 | 2,172.85 | 106.9% |
| Contracted Services | 26,709.64 | 24,245.00 | 2,464.64 | 110.2% |
| Telecommunications | 25,951.35 | 20,000.00 | 5,951.35 | 129.8% |
| Staff Travel Expense | 21,815.50 | 25,000.00 | -3,184.50 | 87.3% |
| Insurance | 5,953.08 | 6,000.00 | -46.92 | 99.2% |
| Office Supplies | 5,652.34 | 5,000.00 | 652.34 | 113.0% |
| Dues/Membership Expense | 619.00 | 1,000.00 | -381.00 | 61.9% |
| Marketing/Repro | 306.01 | 2,000.00 | -1,693.99 | 15.3% |
| Postage and Delivery | 298.16 | 500.00 | -201.84 | 59.6% |
| Banking | 3.00 | 100.00 | -97.00 | 3.0% |
| Subscriptions | 0.00 | 500.00 | -500.00 | 0.0% |
| Miscellaneous Expense | 0.00 | 100.00 | -100.00 | 0.0% |
| Capital Expenditures | 0.00 | 8,619.00 | -8,619.00 | 0.0% |
| Total Expense | <u>616,325.62</u> | <u>544,720.00</u> | <u>71,605.62</u> | <u>113.1%</u> |
| Net Ordinary Income | <u>-18,704.86</u> | <u>20,280.00</u> | <u>-38,984.86</u> | <u>-92.2%</u> |
| Net Income | <u>-18,704.86</u> | <u>20,280.00</u> | <u>-38,984.86</u> | <u>-92.2%</u> |

ATTACHMENT B

11:27 AM
08/16/18
Accrual Basis

School Employers Association of California
Balance Sheet
As of June 30, 2018

| | Jun 30, 18 |
|---------------------------------------|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| 101 Checking/Wells Fargo 2007 | 87,897.77 |
| 102 M M/Wells Fargo 7982 | 26,714.50 |
| Total Checking/Savings | 114,612.27 |
| Accounts Receivable | |
| Accounts Receivable | 31,823.45 |
| New Year Member/Associate Dues | 43,418.72 |
| Total Accounts Receivable | 75,242.17 |
| Other Current Assets | |
| CSMA Accounts | |
| Restricted Assets | -32,318.75 |
| CSMA Accounts - Other | 36,023.59 |
| Total CSMA Accounts | 3,704.84 |
| Total Other Current Assets | 3,704.84 |
| Total Current Assets | 193,559.28 |
| Fixed Assets | |
| Accumulated Depreciation | -11,532.23 |
| Fixed Assets-Original Cost | |
| Furniture & Equip | 19,688.08 |
| Total Fixed Assets-Original Cost | 19,688.08 |
| Total Fixed Assets | 8,155.85 |
| TOTAL ASSETS | 201,715.13 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| Accounts Payable | 38,930.87 |
| Total Accounts Payable | 38,930.87 |
| Total Current Liabilities | 38,930.87 |
| Total Liabilities | 38,930.87 |
| Equity | |
| Retained Earnings | -123,273.11 |
| Unrestricted Net Assets | 235,273.96 |
| Net Income | 50,783.41 |
| Total Equity | 162,784.26 |
| TOTAL LIABILITIES & EQUITY | 201,715.13 |

ATTACHMENT C

**School Employers Association of California
BR - 4**

To: Ruben L. Ingram, Executive Director
From: Louise K. Taylor, Assistant Executive Director
Subject: SEAC Professional Development Report
Date: August 31, 2018

Background Information:

The Assistant Executive Director provides a professional development report at each board meeting itemizing and summarizing major activities since the last report. This report covers the period: June 22, 2018 - August 31, 2018.

SEAC School Management Negotiators Certification Program (SMNCP)

SMNCP 2018-19

The schedules and presenters for a SoCal (Cerritos, aalrr) and a NoCal (Sacramento, f3) programs were completed in May. After finalizing registration materials on the SEAC website, marketing began in full at the end of June.

Marketing: A SEAC ad for the Negotiators Certification Program debuted with the July 30, 2018, issue. Hopefully, if you reviewed EdCal, you could not miss our half-page ad. This list has been used to selectively email program information. In addition, the 2018-19 program information has been shared with program graduates from the past three years so they can share it with colleagues. Special thanks to the SEAC Board Members who have encouraged participation in the program. Our marketing efforts also include emailing program summary and registration forms to all Chairs of the ACSA Human Resources Committees and all Chairs of the ACSA Chief Business Officer Committees, with the request that the documents be forwarded to all members of the committees. We also hope Capitol Advisors can again share an updated statewide email list of Superintendents, HR administrators, and CBO's so we can email information letters to each of them.

Schedule: Both SoCal and NoCal will use the Thursday evening (5-9)/ Friday (8:30-3) schedule.

Registration fee: The SEAC-district registration is \$1950 for 2018-19, unchanged from last year. This is half the cost for non-SEAC districts, which pay \$3900 per enrollee. (Most districts join SEAC rather than pay the extra cost.) In addition, we offer a discount for districts that send a team: the first two enrollees from the same SEAC district pay \$1900; the third and additional enrollees from the same district pay \$1550.

Participation: As of August 20th, there were six confirmed registrations for the SoCal program, with a promise of five from Mt. View SD, for a total of eleven. NorCal so far is awaiting registrations, but one district indicated they planned to send three. In past years, the low August numbers left me anxious; I still retain some concern, but have learned that most people wait until the last few weeks to register. I will anticipate (and maintain hope) that the registration numbers will grow dramatically in September.

IBB Training

SEAC will provide the third day of a three-day IBB training for **San Bernardino County Superintendent of Schools Management/CSEA teams** on August 22, 2018. The Board will recall that we had originally planned a third contiguous day in May, but discovered that the team was dealing with some transition-of-personnel issues, so reached an agreement welcome to SBCSS to move the third day to August to begin the new negotiating year with the full new team. This is an example of how flexible SEAC can be to meet the training needs of our members. For the first two days of training, the feedback rated the workshop as "5" on a 1-5 scale; this last day's will be shared at the Board Meeting, since this report is written before the workshop date.

Eastside SD remains interested in the possibility of SEAC offering an IBB workshop. They have reached a 2-year agreement, so negotiations are on hiatus for now. We are looking at a spring 2019 workshop date to prepare the teams for 2019-20.

SEAC also has inquiries from Ripon USD for a teachers team IBB workshop; this is still in discussion stage.

Fontana USD is requesting me to present an introduction to IBB for Board, District Administration, and Fontana Teachers Association leadership, tentatively scheduled for September 20, 2018. I will do this under my IBB facilitation contract. They will also schedule an IBB training review for the current FTA/FUSD team - which is performing impressively under the IBB structure.

Magnolia SD requested an IBB Introduction Session on August 30, with the aim of preparing their classified, certificated, and management teams to participate in a full 3-day IBB Training Workshop. This introductory session will be of no cost to Magnolia, as a free 2-hour session is offered to each SEAC member district each year. The dates of the 3-day workshop are being determined, aiming for Fall 2018.

Other Training

Natomas USD has requested SEAC's assistance in developing a communication plan with their CSEA group. We are currently seeking dates for August/September 2018. I will work with this group for this effort. I provided IBB training for them two years ago, and have some understanding of their challenges.

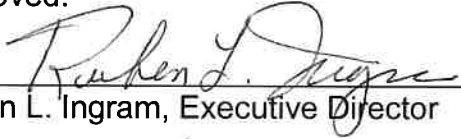
Negotiation Facilitation

At this time, we are scheduled for SEAC IBB facilitation for three districts and at six tables for 2018-19. I continue to facilitate teacher negotiations for Fontana USD and Victor ESD. Glendora USD has decided that they wish to try IBB on their own for the start of the school year. They will let me know if they wish facilitation services this year. Dr. Deborah Collins continues to plan to facilitate teacher negotiations Duarte USD; they are having some tensions, however, so Dr. Collins believes they may choose to drop IBB. We will know more by September. Dr. Collins will continue to assist a Victor ESD Montessori charter school with IBB facilitation for their non-official negotiations/staff discussions, and will become the new IBB facilitator for the VESD CSEA team in 2018-19.

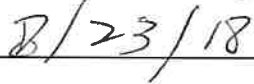
Recommendation

Receive for information and comment.

Approved:

A handwritten signature in cursive script, appearing to read "Ruben L. Ingram", written over a horizontal line.

Ruben L. Ingram, Executive Director

A handwritten date "8/23/18" written in cursive script, positioned above a horizontal line.

Date

**School Employers Association of California
BR - 5**

To: SEAC Board of Directors
From: Roger D. Gallizzi, Special Projects Consultant
Subject: Activity and Project Report
Date: August 31, 2018

Background Information

1. Collective Bargaining Agreement Consultation -- We completed an in-depth study of the article on "Transfers" for the La Canada Unified School District. This involved two conference calls, research, and creation of proposed language. Because of the size of this district, they have many less-than-FTE teachers. (For example, a Mandarin teacher who teaches two sections only a day). Consequently, many less-than-FTE teachers use the transfer process to transfer into a FTE position.
2. Collective Bargaining Agreements from member-districts. -- We have downloaded all of the CBAs of member districts that were available on their district websites. 300+ agreements. These will be made available to members through the SEAC website, so that they can compare language and processes in other districts. Those districts that did not have CBAs on their district websites are being contacted individually.
3. Following upon the collection of the CBAs we will begin asking districts to send us examples of forms they have created which may also be helpful as samples and ideas for other districts. Forms might include, grievance forms, observation forms, leave forms, etc.
4. We are still looking forward to a classification study for Pomona USD when they are ready.

Recommendation

Receive for information and comment.

Approved:



Ruben L. Ingram, Executive Director

8/23/18

Date

School Employers Association of California
BR - 6

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: Legislative Report
Date: August 20, 2018

Background Information

Derick Lennox, our Legislative Advocate at Capitol Advisors, has submitted a report for the board to review. (Attachment A) It is divided into three (3) parts:

1. 2018 Legislative Recap: (Please note that we tracked over 100 bills in the last session and Derick invites board members to ask about any of interest.) He has listed those that should have board discussion at this meeting.
2. 2019 Issues to Watch: These are issues that he believes will come up very soon and that we need to be on top of.
3. An Announcement of the 2018 CalPERS Educational Forum in Indian Wells on October 22-24 with invitations to SEAC Board Members and representatives of you district boards.

Recommendation

Receive for information and comment.



CAPITOL ADVISORS GROUP, LLC

School Employers Association of California *Board Report* August 31, 2018

Today marks the conclusion of the 2017–2018 Legislative Session. The School Employers Association of California (SEAC) was engaged with most, if not all, of this year’s high-profile debates in K-14 education. More important than that, however, we were intimately involved in the more specific discussions around issues that impact school employers: collective bargaining, benefits and compensation, teachers and classified employees, and retirement and health benefits, among many other topics.

For each bill approved by the Legislature, Governor Jerry Brown must now sign, veto, or simply allow the bill to become law (which is what happens if he takes no action). The Governor must act on certain bills more quickly—it depends on the date of transmittal to his office—but we will know the full universe of signed legislation by October 1, 2018. The vast majority of these new laws will go into effect on January 1, 2018, unless otherwise identified as an “urgency” measure and approved by a two-thirds vote.

2018 Legislative Recap

SEAC has positions on, or has tracked, over one hundred bills this Legislative Session. Please feel free to let me know if you have an interest in any specific piece of legislation, but here are several for us to consider discussing during the Board Meeting (final results not available at the time of writing this Report, unless otherwise specified).

- **LCFF base grant increases. AB 2808 (Muratsuchi)** would have set new statutory LCFF base grant targets. However, since no appropriation to meet those targets was included in this year’s budget, the bill was amended to remove those new targets. The bill was moved out of the committee after being amended to add findings and declarations and state the Legislature’s intent to increase per pupil spending in the future. (SEAC position: SUPPORT.)
- **Charter Schools.** After previous failed legislative attempts to find common ground between reform and labor groups on charter school governance and accountability, **AB 276 (Medina)** passed off the Senate Suspense File with amendments taken to clarify the definition of a charter management organization (CMO). The bill subjects charters and CMOs to the Bagley-Keene Open Meeting Act, Public Records Act, Political Reform Act, and conflict-of-interest provisions. (SEAC position: WATCH.)
- **Employee lactation accommodations.** In order to provide employees an improved space to express breast milk in private, **SB 937 (Weiner)** would require an employer

(with 50 or more employees) to develop a lactation accommodation policy and to provide employees with a lactation room that meets specified standards, a suitable refrigerator to store milk, and a sink with running water. (SEAC position: Watch.)

- **School safety plans. AB 1747 (Rodriguez)** would require schoolsite councils to consult with fire departments and other first responders when developing a school's comprehensive school safety plan. Initially introduced in response to the rise in the number of recent school shootings, the bill originally included new requirements for schools to conduct yearly drills on tactical responses to criminal incidents, including active shooters. That requirement was removed as a condition for passage by the Senate Appropriations Committee. (SEAC position: N/A.)
- **Grade 11 assessment alternatives.** Assembly Member O'Donnell's **AB 1951** would allow districts to administer a nationally recognized high school assessment (e.g., SAT or ACT) in lieu of the grade 11 Smarter Balanced Summative Assessment, commencing with the 2019-20 school year. (SEAC position: N/A)

2019 Issues to Watch

In 2019, keep a close eye on the follow issues, which we anticipate will have early momentum or relevance for legislators.

- **Charter school retirement system liabilities.** When a charter school closes its doors without paying its final contributions to CalSTRS or CalPERS, who should be responsible for paying those remittances? Who should be responsible for collecting them? And should the charter be responsible for paying the charter's unfunded actuarial liabilities (CalSTRS is 63 percent funded and the CalPERS Schools Pool is 72 percent funded). Current proposals and practices shift this liability to the county office of education, but legislation is likely imminent and other advocacy is ongoing.
- **More *Janus* fallout.** We saw several measures enacted this year to guard against the deleterious effects of *Janus v. AFSCME* on public employee unions. We are likely to see more introductions in the 2019 session.
- **Special education equalization and reform.** Assembly Bill 3136 (O'Donnell) garnered unanimous bipartisan support in its proposal to equalize special education funding rates to the 95th percentile and make other reforms. Because the bill was not funded in this year's Budget Act (namely due to competing efforts around the Local Control Funding Formula, employee training, and other K-12 interests), AB 3136 stalled on the "suspense file" of the Senate Appropriations Committee earlier in August for the lack of a funding source. We predict special education will be a highlight of the 2019 session as proponents build off of this year's momentum.
- **Early childhood education.** Early education will, likewise, build inertia in 2019. A priority of several key legislators (including the Assembly Speaker), the issue saw some successes through this year's **AB 1754 (McCarty)**, which would have expanded eligibility and increased access for low-income children to certain full-day California

State Preschool Programs. The Senate's suspense file ended this bill's strong run (for lack of funding), but there remains a strong interest in improving pre-K opportunities.

CalPERS Educational Forum 2018

SEAC Board Members and their fiscal staff may be interested in attending the 19th annual **CalPERS Educational Forum** in Indian Wells, on October 22–24.

#

School Employers Association of California
BR - 7

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: Health Benefits Report
Date: August 22, 2018

Background Information

Mark Lowenthal, Health Benefits Consultant, has submitted a report of the districts he is working with currently. (Attachment A)

Please note that in several districts, work is proceeding, while in several others, the work will not start until later this school year.

A new district that just came on board is Santa Monica-Malibu USD.

Recommendation

Receive for information and comment.



Mark Lowenthal
Health Care Consultant
Direct Voice
(310) 403-3803

Email:
mloenthal@seacal.org

August 21, 2018

Ruben:

The following is a summary of the Health Care Advisory Services currently provided and/or recently concluded since our last board meeting.

Currently actively engaged with the following districts:

- Acalanes UHSD
 - District moved to SISC effective 1/1/2018
 - Have assisted with enrollment
 - Will provide enrollment assistance and additional guidance re: plan selection and district contribution strategy for annual renewal on an hourly basis
- Contra Costa County Office of Education
 - Completed desk review and identified ~ \$780K of possible improvements in December 2017
 - Issuing formal RFP to confirm market conditions
 - Meeting regularly with committee and various stake holders
 - Services have been put on hiatus until the spring of 2019
 - Expected to implement improvements January 1, 2020
- Metropolitan Education District
 - Completed desk review in March, which identified ~ \$110K possible improvements (~\$800 per enrolled employee)
 - District's negotiated cap won't cover health care costs for the first time in recent memory requiring members to contribute a yet to be determined amount towards health care.
 - District was unable to get labor's support and in combination with a reduction in the Kaiser rate with CalPERS it is unlikely they will continue pursuing this initiative in the near future.

ATTACHMENT A

- Pajaro Valley USD
 - Working with district and labor to continue to identify and implement additional savings opportunities.
 - Initial findings identified \$2.6 Million of potential savings. Further efforts identified another \$1.3 million of additional potential savings.
 - District has adopted savings suggestions totaling \$2.6 Million to be implemented in October 2018
 - Provided language and guidance re: member enrollment complications
 - (a significant portion of covered employees are seasonal and/or part time)
- San Rafael School District
 - Completed desk review in December 2017, which identified ~ 800K in potential improvements
 - Have been working with the committee every two weeks
 - Met with labor and employees to communicate options
 - Labor requested an additional year to negotiate changes as such the initiative is on hold until the spring of 2019 aiming for a January 1, 2020 implementation
- Santa Monica Malibu USD
 - Assisting district with newly formed committee to determine ongoing strategy to contain costs
 - Identified \$500K in immediate savings
- Simi-Valley USD
 - Moved to CalPERS on 1/1/2018 effectively saving \$1.9 million annually and eliminating their self-funded risk.
 - Have assisted with enrollment and continue to oversee implementation and member transition issues.
 - Held special enrollment meetings for Medicare eligible retirees who have access to various Medicare supplemental and advantage plans at significantly

August 21, 2018

Page 3 of 3

less expensive rates than those offered through CalPERS

- Implemented a new vision plan
- Currently developing updated employer contribution strategy in preparation for open enrollment in October
 - There remains ~ \$250K of improvements to be made through better plan selection

Kindly don't hesitate to contact me should you have any questions or require any additional information.

School Employers Association of California
BR - 8

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: Boardsmanship
Date: August 9, 2018

Background Information

As the Chair for the Center for Collaborative Solutions Board of Directors, I have been bring them information on how to be a good board (they had been having some difficulties). Previously, I had shared with them some of the work of John Carver, who for many years has been an expert on Not-for-Profit and Public Boards in terms of how to be an effective board.

As a change-up, I recently shared with the CCS Board some information from another source, The Concinnity Company that is doing similar work with another board I serve on. (Attachment A)

I am sharing with our board not just for us to think about, but for you to use in whatever manner you may find useful in your "day job" and your own boards.

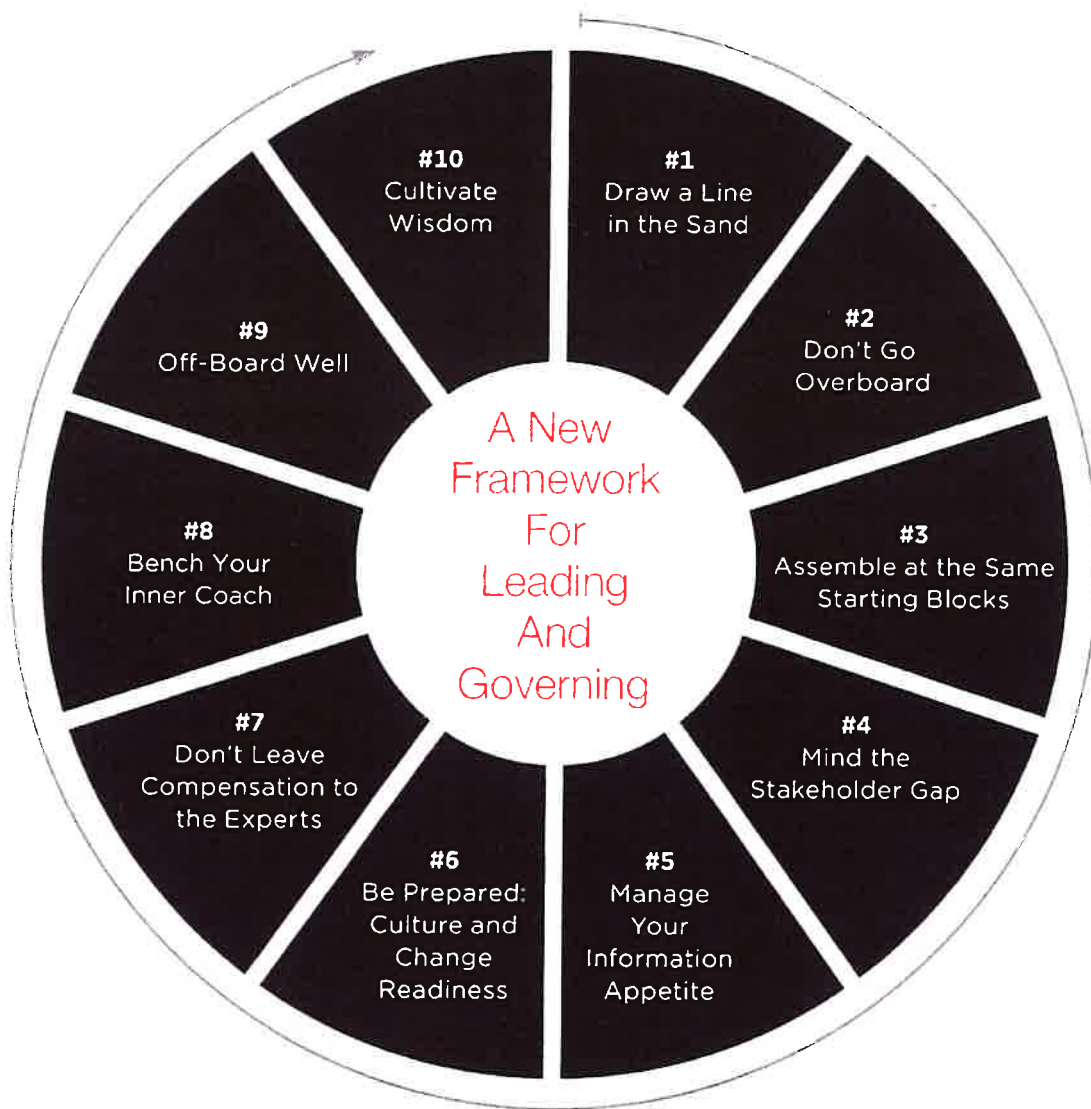
Recommendation

Receive for information and comment.



HOW TO CULTIVATE WISDOM AT WORK

Why the Boardroom needs wisdom now more than ever



ATTACHMENT A



HOW TO CULTIVATE WISDOM AT WORK

Why the Boardroom needs wisdom now more than ever

Wisdom is a difficult word to define, and an even harder thing to cultivate. The rewards for doing so, however, are immeasurable.

With all of the challenges inherent to board work, we need wisdom now more than ever.

Indeed, ***wisdom is essential in the boardroom.***

It brings out the best in us and those around us, helps us discern right action and right timing, and helps us transform challenges into learnings and conflicts into collaborations.

Wisdom is a way of being.

But where does it come from and how do we get more of it?

In this guide we take a deep dive into wisdom, both what it is and how to cultivate it in your life and board work.

Enjoy!

- The Concinnity Company Team



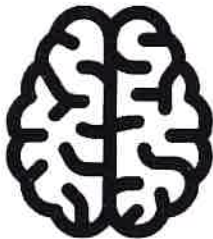
HOW TO CULTIVATE WISDOM AT WORK

Why the Boardroom needs wisdom now more than ever

What is *Wisdom*?

Neuropsychologist Vivian Clayton spent her lifetime exploring and documenting wisdom. She identifies its essential elements to be:

COGNITION • REFLECTION • COMPASSION



Cognition is how we process information. Faster is better, right? Wrong. Studies show that wisdom is more about *how* than *how fast*. It's about being able to connect dots. The ability to take data or raw, disparate information and convert it to decision-support information. For board directors, this means that the willingness to gather information rather than making snap judgements is essential.



Reflection demands deliberate action. We must step outside ourselves to review a situation from multiple perspectives, not just our own. We must practice understanding ourselves outside of our emotional reactions, with calm instead of hypersensitivity. Then, situations become puzzles to solve rather than reasons to panic. Board members must have the steady hand to navigate challenge.



We choose to be compassionate; it doesn't just happen. Choosing compassion lets us see the humanity in another person rather than making them simply "the enemy." It allows us to use time, understanding, and conversation, to find a solution where everyone benefits. Situations shift from battlegrounds to opportunities to work together.



HOW TO CULTIVATE WISDOM AT WORK

Why the Boardroom needs wisdom now more than ever

How do we cultivate *Wisdom*?



Listen Well: By listening, the process of defining problems becomes a joint exercise, a team effort, rather than being handed down from on high or outside. When this happens, truth is discovered together. There is less resistance to acknowledging problems and solutions become shared creations. Voices avoid the shrill expression of judgment because they naturally modulate down when all are working toward discovery. And in the process—the process of listening and discovering together, of inviting participation—people get buy-in.



Do the Work of the Whole: In cutthroat boardroom and business environments, “looking out for number one” can too often seem diametrically opposed to looking out for the benefit of everyone involved – indeed, competition can (when taken to an extreme) crowd out a shared accountability for the work of the whole. Wisdom reminds us that the winner does not always take all, especially when there are many integrated stakeholders involved and the best solution requires more than one person taking interwoven action.



Respect Imperfection: Wise people are not perfect people. They learn from their mistakes and have lived enough life to make a lot of mistakes. They can empathize, and certainly sympathize, with a wide range of problems, and they know that perfection is not required, and often not even preferable. They respond to an individual and a situation rather than falling back on platitudes. Often, they are not people in the same exact industry as us, but someone who is thoughtful about their work and the lessons they have learned.



Consider Your Decisions: A big part of wisdom is the process by which we arrive at our decisions. Consider your own decision making— actions, emotions, relationships—and their consequences. Take the time to gather all the facts you need before deciding, and be willing to take the time you need to feel strong about your decision. Wisdom considers rather than reacts.



HOW TO CULTIVATE WISDOM AT WORK

Why the Boardroom needs wisdom now more than ever

How do we cultivate *Wisdom*?



Manage Yourself: A big part of wisdom is knowing how to manage yourself. Self-management includes the decision-making process, but it goes beyond that. It includes managing your own feelings, emotions, and confidence as you go about making inquiries, devising solutions, arriving at decisions, and leading. It also involves managing yourself, including your emotions, once the decision is made.



Navigate Consequences: Wise people have a totally different relationship with consequences, both of their behaviors and of things outside their control. They understand that their work is done within a community. That their views are just one component of the picture. They see that they only control a fraction of the consequences. Accepting this, it is easier to accept consequences whatever they may be. Wise leaders accept their successes and their failures.



Be Around Wise People: Spending time with wise people is a way to cultivate wisdom. This doesn't have to be a professional "mentoring" relationship with a week-by-week schedule -- it can be a great conversation with someone you know and respect, even if they are not in the same industry. Wisdom shifts to suit the time, place, and people -- intentionally spending more time around wise people helps understand the different ways that wisdom shows up in the world.



Never Stop Learning: Mature leaders understand that cultivating wisdom is an ongoing practice. They understand the necessity of learning as a lifelong activity. It's not that they know something others don't -- it's that they know that they don't know many things. They are ever eager to close the gaps in their learning. They don't fear asking questions. They seek out wise people to help them find the answers.

School Employers Association of California
BR - 9

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: 2018-2019 Final Budget
Date: August 22, 2018

Background Information

At the June 22, 2018 Board Meeting the SEAC Board adopted a Preliminary Budget. This is done because the books don't close until July 1, 2018.

Now that the books have closed and accounts reconciled, the Board is presented with a 2018-2019 Final Budget. (Attachment A) Of course, as the year goes on, the Board can always make revisions if circumstances change.

The only changes to the Final Budget from the Preliminary Budget are as follows:

- Line 1: We have reduced the Unencumbered Carry-Forward Funds by \$5000. The \$120,000 dollars now in that category is the result of Cash on Hand as of June 30, 2018 of \$114,612.27. The rationale for putting in \$120,000 is because we have \$31,823.45 in Accounts Receivable. Of that amount at least half of it very certain to be collected, which when it is received will add to our Cash on Hand.
- Line 29: We have increased Staffing from \$186,000 (in the Preliminary Budget) to \$200,000. This \$14,000 increase is the result of bringing on a new staff member as well as balancing out the hours paid as reflected in the end-of-year figures.
- Line 37: The result of the changes noted above is that our projected Net Ordinary Income will be \$74,500 instead of \$93,000. The \$18,500 difference, of course, could be made up if we are able to increase our revenues during the year. In any event, a projected income of \$590,000 and a projected Net Ordinary Income (Ending Balance) of \$74,500 would show a 12.6% Reserve if all goes well.
- Note: When the 2018-2109 Projected Reserve is compared to the 2017-2018 Budgeted Reserve, this year is only \$2,000 less.

Recommendation

Review and Approve the 2018-2019 Budget.

**School Employers Association of California
2018-2019 Final Budget**

| Line Item | | Total | Sub-Item | 17-18 Adopted Budget | 17-18 Sub-Items | Notes |
|--|----------------------------------|----------------------|-------------|----------------------|-----------------|---|
| Income | | | | | | |
| 1 | Unencumbered Carry-forward Funds | \$120,000.00 | | \$50,000.00 | | |
| 2 | | | | | | |
| 3 | SEAC Workshops | \$50,000.00 | | \$50,000.00 | | |
| 4 | Direct Services | \$200,000.00 | | \$275,000.00 | | Expected decrease in Health Benefit Analysis |
| 5 | Associate Membership Dues | \$5,000.00 | | \$5,000.00 | | |
| 6 | District Membership Dues | \$215,000.00 | | \$230,000.00 | | Santa Clara COE county-wide memberships in question |
| 7 | Miscellaneous Income | | | | | |
| 9 | | | | \$610,000.00 | | |
| Total Income | | \$590,000.00 | | | | |
| Expense | | | | | | |
| 10 | | | | | | |
| 11 | Banking | \$100.00 | | \$100.00 | | |
| 12 | SEAC Workshops | \$35,000.00 | | \$30,000.00 | | NorCal Cert Program is costing more because of travel |
| 13 | Contracted Services | \$29,000.00 | | \$20,600.00 | | |
| 14 | Accounting Service | | \$4,000.00 | | \$3,600.00 | New Irvine Company because of issues with prior company |
| 15 | Audit | | \$5,000.00 | | \$0.00 | Audits every two years so \$2500 x 2 for 16-17 & 17-18 |
| 16 | Governmental Relations | | \$20,000.00 | | \$15,000.00 | On notice from Capitol Advisors, not yet sure of increase |
| 17 | Direct Services | \$150,000.00 | | \$200,000.00 | | Correlates with Line 4 projected decrease |
| 18 | Dues/Memberships | \$1,000.00 | | \$1,000.00 | | |
| 19 | Insurance | \$7,500.00 | | \$6,000.00 | | Liability rates based on revenues |
| 20 | Leases | \$32,800.00 | | \$30,800.00 | | |
| 21 | Copier | | \$3,800.00 | | \$3,800.00 | |
| 22 | Office | | \$29,000.00 | | \$27,000.00 | Automatic annual increases, final amount TBD |
| 23 | Maintenance/Repairs | \$1,000.00 | | \$2,000.00 | | Copier maintenance agreement now in Line 21 |
| 24 | Marketing/Repro | \$2,000.00 | | \$2,000.00 | | |
| 25 | Miscellaneous Expense | \$100.00 | | \$100.00 | | |
| 26 | Office Supplies | \$6,000.00 | | \$6,000.00 | | Fedex materials to NorCal |
| 27 | Postage and Delivery | \$1,000.00 | | \$500.00 | | |
| 28 | Staff Travel Expense | \$25,000.00 | | \$25,000.00 | | |
| 29 | Staffing | \$200,000.00 | | \$190,000.00 | | |
| 30 | Executive Director | | \$90,000.00 | | \$80,000.00 | |
| 31 | Asst. Executive Directors | | \$60,000.00 | | \$60,000.00 | |
| 32 | Executive Assistant | | \$45,000.00 | | \$44,000.00 | |
| 33 | Temporary Personnel | | \$5,000.00 | | \$6,000.00 | |
| 35 | Telecommunications | \$25,000.00 | | \$20,000.00 | | Mostly due to increases in phone and internet |
| 36 | Total Expense | \$515,500.00 | | \$534,100.00 | | |
| 37 | Net Ordinary Income | \$74,500.00 | | 27400 | | |
| ATTACHMENT A | | | | | | |
| Total Income (Inc All Carry-forwards & Reserve) | | \$ 595,000.00 | | \$610,000.00 | | |
| Total Expenses | | \$ 515,500.00 | | \$534,100.00 | | |
| Total Income less Total Expenses | | \$ 74,500.00 | | \$76,510.00 | | |
| Reserve | | \$ 74,500.00 | | \$76,510.00 | | |
| ATTACHMENT A | | | | | | |

School Employers Association of California
BR - 10

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: SEAC Board Meeting Time
Date: August 9, 2018

Background Information

The SEAC Board has traditionally held its 2nd Quarter Meeting in conjunction with the CSBA Conference. The time has been after the luncheons (for us the ACSA Superintendent Luncheon) which ends at 1:15 on the Friday of the Conference. This year the Friday is November 30, 2018 in San Francisco. We then have started our meeting at 2:00 p.m. to be finished by 4:00 p.m. so all of you could begin to make your arrangements for being with your board that evening.

One of our board members has asked us to consider starting the meeting at 3:30 because the 2nd General Session runs until 3:15 p.m. If we decide to do this, staff would make every effort to be finished by 5:00 p.m.

Recommendation

Deliberate and Decide which time to hold the Board Meeting on Friday, November 30, 2018 in San Francisco



SCHOOL EMPLOYERS ASSOCIATION OF CALIFORNIA (SEAC)

BOARD OF DIRECTOR MINUTES

Friday, June 22, 2018

SEAC Office

18022 Cowan, Suite 250

Irvine, CA 92614

9:00am-11:00pm

CALL TO ORDER

Board of Directors Present:

Lillian Maldonado-French
John Pappalardo
Carol Hansen
Adrian Palazuelos
Baljinder Dhillon

Staff Present:

Ruben Ingram
Olivia Mata
Louise Taylor
Roger Gallizzi

Lillian Maldonado called the meeting to order at 9:00am

APPROVAL OF AGENDA

The Board approved the agenda.

(Motion: **Lilian Maldonado, second Baljinder Dihllon, Approved**)

PUBLIC COMMENTS

No comments.

BOARD OF DIRECTOR MEMBER REPORTS

Latest updates from Board members.

1. Activity Reports

Ruben Ingram highlighted some events on his activity report:

- 5/31 – Meeting in Sacramento with Cindy Young who is interested in joining SEAC and Mark Lowenthal. Met also with Derick Lennox at Capitol Advisors to plan legislative actions.
- 6/21- 23 – Attended the National Labor Employment Relations Association Annual Conference in Baltimore.

The Board received the report with no comment.

Mike Crass

- The Board received the report with no comment.

Louise Taylor

Louise Taylor gave some highlights of her activity report

- 2017-18 SMNCP Coordination, Southern and Northern California.
- Facilitation of Negotiations/

The Board received the report with no comment.

2. Membership Report

The report was received with the following comments from Ruben Ingram:

We are going to have some challenges in the next year as Santa Clara decides not to continue the membership, the new Superintendent has sent us a letter cancelling the membership, the plan now is to try to recruit the districts individually.

At this time, we have collected 86% of the membership invoiced

The Board received the report with no comment.

3. Financial Report

The Board received the Report with no comments.

4. Professional Development Report

- Southern California Certification Program graduated 18 attendees.
- Northern California Certification Program graduated 18 attendees with 4 participants completing the program on 2018-19.
- The schedule for the 2018-19 Certification Program is complete. We will start advertising right away.
- IBB Training:
 - San Bernardino County Superintendent of Schools Management/CSEA Teams
 - Fontana USD (IBB)
- Negotiation Facilitation
 - Glendora USD
 - Victor Elementary (IBB)
 - Duarte USD

The Board received the report with no comment.

5. Special Projects Report

Roger Gallizzi reported to the Board:

Completed a classification study for Buena Park School District, and currently working in two more requests from La Canada SD regarding transfer language and Pomona USD regarding classification.

The Board received the report with no comment.

6. Legislative Report

Derick Lennox provided the Board with a summary of past's year SEAC work on legislation for review and planning for the 2018-19 year.

AB3149 – Support

SB1413 – Support

AB2128 – Support

AB1743 - Support

AB2131 - Support

The Board received the report with no comment.

LEGISLATIVE SESSION

7. **2018-19 Preliminary Budget**

The Board received the Preliminary Budget for 2018-19 for review and approval.

Motion Lillian Maldonado, second, Carol Hansen, Approved

8. **2018-19 Board Meeting Dates and Locations**

Two dates were proposed:

April 22-23, 2019 Lobby Day

August 31, 2018 Board of Directors Meeting

Motion Baljinder Dhillon, second, Lillian Maldonado, Approved)

CONSENT ITEMS APPROVED

9. **Consent Agenda and Routine Items of Business**

A. **Minutes of April 15, 2018 Board of Directors Meeting**

B. **Staff Contracts for 2018-2019**

C. **Independent Contractors for 2018-2019**

(Motion Carol Hansen, second Lillian Maldonado, Approved)

NEW ITEMS OF BUSINESS

ADJOURNMENT

Motion to adjourn

(Motion John Pappalardo, second Lillian Maldonado, Approved)

Meeting was adjourned at 9:01pm

NEXT MEETING

Friday, August 31, 2018, Irvine 9am-12:00pm

Friday, November 30, 2018, San Francisco, 2:00pm-4:00pm

Monday, April 22, 2019, Hyatt Hotel, Sacramento, 6:00pm-9:00pm, followed by Lobby Day on

Tuesday, April 23, 2018, 8:30am-4:00pm

Friday, June 28, 2019, SEAC Office, Irvine, CA 9:00am-12:00pm